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Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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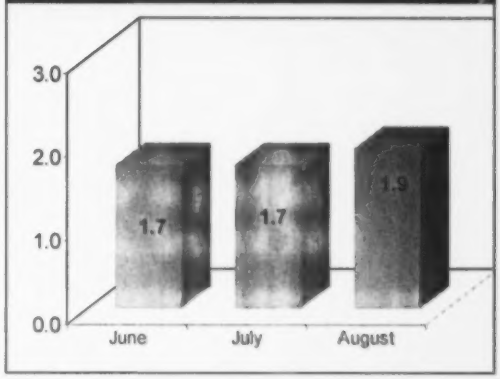
Canadian labour in profile: Wage adjustments, August 2011

Major collective bargaining settlements reached in **August 2011** provided base-rate wage adjustments averaging **1.9%** annually over the contract term. This is slightly higher than the 1.7% figure recorded in the previous month, and the 1.8% average for 2010. The August 2011 results are derived from a review of 12 major agreements* and cover 16,730 employees.

Percentage wage adjustments in major settlements, by month



When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 3.2%, a larger average than in their current settlements. Contract duration in August 2011 averaged 40 months, compared to 34 months in the previous round of settlements.

Wage adjustments in August ranged from a low of 1.0% for wage settlements at Dalhousie University, Isaac Walton Killam (IWK) Healthcare Centre, and Transat A.T. Inc., to a high of 3.0% at NAV CANADA. The majority of employees (61.1%) received wage increases in the 1.0 to 1.9% range.

Average wage adjustments in August 2011 were lower in the public sector at 1.7% than in the private sector at 2.2%. The majority of agreements are in the public sector (66%). The more significant agreements in the public sector were two health sector agreements in the Western provinces; the Regional Health Authorities in Manitoba settled with 1,620 employees for wage gains averaging 1.4%, and the Saskatchewan Association of Health

Canada

Organizations provided 3,000 employees with an average annual adjustment of 2.2%. Of note in the private sector, were the two transportation agreements previously mentioned (NAV CANADA and Transat A.T. Inc.) and the Bombardier Transportation agreement in Thunder Bay, Ontario which provided 680 employees with wage adjustments averaging 1.5%.

In the federal jurisdiction, there were two major settlements in August. NAV CANADA provided 2,100 air traffic controllers with an average annual wage increase of 3.0% in a 24-month contract. Transat A.T. Inc. provided 1,500 employees with an average annual increase of 1% over a five-year period. In the first eight months of 2011 (January to August), wage adjustments in the federal jurisdiction averaged 2.1%, slightly higher than the national average of 1.8%. However, average wage adjustments in the federal public sector were lower, at 1.6%.

Wage adjustments in August 2011 (1.9%) were lower than the Consumer Price Index (CPI), at 3.1%. Wage adjustments in the first eight months of 2011 (January to August) have been relatively moderate in comparison to the recent upward trend in the CPI in recent months.

* ***Note***: *All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.*

Average annual percentage wage adjustments by month

	2011		
	June	**July**	**August**
All sectors			
Public sector	1.5	1.7	1.7
Private sector	2.3	1.6	2.2
All industries and jurisdictions			
Average annual adjustment	1.7	1.7	1.9
Without cost-of-living allowance	1.7	1.7	1.9
With cost-of-living allowance	2.1	1.7	1.5
First-year adjustment	1.1	1.1	1.6
Without cost-of-living allowance	1.0	1.3	1.6
With cost-of-living allowance	1.6	0.0	1.6
Industries			
Utilities	3.0	2.1	-
Construction	-	1.7	2.7
Manufacturing	1.5	2.2	1.5

	2011		
	June	July	August
Industries (continued)			
Wholesale and retail trade	2.9	1.3	-
Transportation	2.4	2.0	2.2
Information and culture	2.0	1.9	-
Finance and professional services	2.5	3.7	1.9
Education, health, and social services	1.1	0.7	1.7
Entertainment and hospitality	1.8	1.2	-
Public administration	2.5	2.1	-
Jurisdictions			
Nova Scotia	-	-	1.0
Quebec	2.3	2.1	-
Ontario	1.3	1.1	1.7
Manitoba	2.2	-	1.4
Saskatchewan	2.6	2.3	2.1
Alberta	2.6	2.5	2.7
British Columbia	0.8	3.5	-
Public Service Labour Relations Act	-	-	-
Canada Labour Code, Part I	2.1	1.9	2.2
Federal Jurisdiction	2.1	1.9	2.2

Average annual percentage wage adjustments by quarter

	2010		2011	
	3rd	4th	1st	2nd
All sectors				
Public sector	1.3	1.5	1.2	1.9
Private sector	2.2	1.2	2.2	2.2

	2010		2011	
	3rd	4th	1st	2nd
All industries and jurisdictions				
Average annual adjustment	1.8	1.5	1.3	2.0
Without cost-of-living allowance	1.8	1.4	1.3	1.9
With cost-of-living allowance	1.9	1.7	3.0	2.1
First-year adjustment	2.4	1.2	0.9	1.2
Without cost-of-living allowance	2.5	1.2	0.8	1.4
With cost-of-living allowance	0.8	0.4	2.9	0.6
Industries				
Primary industries	3.5	3.7	-	3.8
Utilities	0.0	2.0	3.0	3.0
Construction	2.3	2.4	-	1.9
Manufacturing	1.5	1.5	1.1	1.5
Wholesale and retail trade	1.8	0.7	0.6	2.5
Transportation	2.1	2.2	2.5	2.5
Information and culture	0.9	0.6	-	2.0
Finance and professional services	3.6	-	2.7	2.6
Education, health, and social services	1.2	1.4	1.0	1.8
Entertainment and hospitality	-	2.2	2.0	1.6
Public administration	1.8	1.6	1.7	2.0
Jurisdictions				
Prince Edward Island	-	3.4	2.0	2.5
Nova Scotia	1.2	-	1.0	1.0
New Brunswick	1.8	1.8	1.5	0.0
Quebec	1.8	1.2	1.2	2.2
Ontario	2.1	1.3	2.4	1.4
Manitoba	1.2	1.4	1.4	1.9
Saskatchewan	2.9	2.4	-	2.6

	2010		2011	
	3rd	4th	1st	2nd
Jurisdictions (continued)				
Alberta	2.7	2.0	1.1	2.6
British Columbia	0.7	1.5	0.2	1.2
Territories	-	-	2.7	-
Public Service Labour Relations Act	-	1.7	1.5	-
Canada Labour Code, Part I	1.7	2.2	2.6	2.1
Federal Jurisdiction	1.7	1.7	2.0	2.1

Average annual percentage wage adjustments by year

	2008	2009	2010	2011
All sectors				
Public sector	3.5	2.5	1.6	1.6
Private sector	2.5	1.8	2.1	2.1
All industries and jurisdictions				
Average annual adjustment	3.2	2.4	1.8	1.8
Without cost-of-living allowance	3.4	2.4	1.8	1.7
With cost-of-living allowance	1.7	2.3	1.9	2.2
First-year adjustment	3.6	2.5	1.8	1.1
Without cost-of-living allowance	3.8	2.6	1.8	1.2
With cost-of-living allowance	1.9	1.9	1.3	0.8
Industries				
Primary industries	4.3	2.5	3.3	3.8
Utilities	2.3	3.0	1.4	2.9
Construction	5.4	3.4	2.4	1.9
Manufacturing	1.2	1.7	1.4	1.6
Wholesale and retail trade	2.8	1.8	1.1	2.0
Transportation	3.1	1.1	2.2	2.4

	2008	2009	2010	2011
Industries (continued)				
Information and culture	2.0	2.0	0.8	1.9
Finance and professional services	2.8	2.5	3.2	2.6
Education, health, and social services	3.8	3.0	1.6	1.4
Entertainment and hospitality	1.9	2.0	2.2	1.6
Public administration	2.7	2.1	1.5	1.9
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	1.7	-
Prince Edward Island	3.0	3.6	2.7	2.1
Nova Scotia	4.1	2.9	1.5	1.0
New Brunswick	3.7	6.0	2.1	1.2
Quebec	2.4	2.2	1.5	1.5
Ontario	2.6	2.4	2.0	1.5
Manitoba	3.4	2.9	2.1	1.6
Saskatchewan	5.1	5.0	2.4	2.3
Alberta	4.8	4.4	3.5	2.5
British Columbia	2.5	2.8	0.2	0.6
Territories	4.4	2.4	2.2	2.7
Public Service Labour Relations Act	2.9	1.7	1.7	1.5
Canada Labour Code, Part I	2.9	1.3	1.9	2.1
Federal Jurisdiction	2.9	1.6	1.7	2.1

***Note**: Data for 2011 cover the months of January through August.*

Average annual percentage wage adjustments by public and private sectors, a chronological perspective since 2001

Year	Public	Private	Both Sectors
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.3	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.6	2.1	1.8
2011	1.6	2.1	1.8

***Note**: Data for 2011 cover the months of January through August.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, Human Resources and Skills Development Canada.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 188KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors (public and private), jurisdictions, and industries.

Major settlements reached in August 2011

Employer, Location, Union, Affiliation, and Bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Construction				
Pyramid Corporation province-wide, Alberta Christian Labour Association of Canada (Independent-national) construction employees	1,400	2.7	24.0	Apr 30, 2013
1 agreement	**1,400**	**2.7**	**24.0**	
Manufacturing				
Bombardier Transportation Thunder Bay, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) production employees	680	1.5*	36.0	May 31, 2014
1 agreement	**680**	**1.5**	**36.0**	
Transportation				
NAV CANADA Canada-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) air traffic controllers	2,100	3.0	24.0	Mar 31, 2013
Transat A.T. Inc. system-wide, Multiprovince Canadian Union of Public Employees (CLC) flight attendants	1,500	1.0	60.0	Oct 31, 2015
2 agreements	**3,600**	**2.2**	**39.0**	
Finance and professional services				
Saskatchewan Government Insurance Regina, Saskatchewan Canadian Office and Professional Employees Union (CLC) office employees; technical employees; service and maintenance employees	1,550	1.9	48.0	Dec 31, 2013
1 agreement	**1,550**	**1.9**	**48.0**	

Employer, Location, Union, Affiliation, and Bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Education, health, and social services				
Saskatchewan Association of Health Organizations province-wide, Saskatchewan Health Sciences Association of Saskatchewan (Independent-national) health and social care professional employees; technical employees	3,000	2.2	48.0	Mar 31, 2013
Queen's University Kingston, Ontario Queen's University Faculty Association (Independent-local) professors; librarians; teaching assistants	1,890	1.7	48.0	Apr 30, 2015
Regional Health Authorities of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) health and social care professional employees	1,620	1.4	48.0	Mar 31, 2014
University of Guelph Guelph, Ontario University of Guelph Faculty Association (Independent-local) professors; librarians; veterinarians	860	1.8	36.0	Jun 30, 2014
Dalhousie University Halifax, Nova Scotia Nova Scotia Government and General Employees Union (CLC) support employees	790	1.0	12.0	Jun 30, 2011
Izaak Walton Killam (IWK) Health Centre Halifax, Nova Scotia Nova Scotia Government and General Employees Union (CLC) health and social care professional employees; laboratory technicians	750	1.0	24.0	Oct 31, 2011
St.Amant Winnipeg, Manitoba Manitoba Government and General Employees' Union (CLC) professional employees; social workers	590	1.4	48.0	Mar 31, 2014
7 agreements	**9,500**	**1.7**	**42.0**	

Employer, Location, Union, Affiliation, and Bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
TOTAL				
1 agreement with cost-of-living allowance	**680**	**1.5**	**36.0**	
11 agreements without cost-of-living allowance	**16,050**	**1.9**	**40.4**	
12 agreements in total	**16,730**	**1.9**	**40.2**	

*** Cost-of-living allowance**

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, Human Resources and Skills Development Canada.

Major work stoppages

Involving 500 or more employees, from **September 23 to October 13, 2011**.

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issue(s)	Starting	Ending
McGill University Montréal, Quebec Public Service Alliance of Canada 1,617 employees (non-academic casual employees)	Pension plan, Benefits	Strike (September 01, 2011)	
Université de Sherbrooke Sherbrooke, Quebec Syndicat des employées et employés de soutien de l'Université de Sherbrooke 1,300 employees (support workers)	Wages	Strike (August 26, 2011)	
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 939 employees (steelworkers)	Pension plan	Lockout (November 07, 2010)	

Coming in the next issue

- Recent collective bargaining settlements
- Key negotiations—Update
- Major work stoppages—Update
- Innovative Workplace Practices—**Third Quarter 2011**
- Readers' Corner

For more information

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updates on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact the Workplace Information Division's enquiry line at: 1-877-259-8828 (toll-free number) or 819-997-3117 (Ottawa-Gatineau area).

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